

# **Office of Professional Accountability Review Board Strategic Plan 2009 – 2011**

## **Mission**

The Review Board's mission is to provide community oversight and awareness of Seattle Police Department practices and its employee accountability system by independently:

- Reviewing the quality of the accountability system
- Promoting public awareness of and full access to the accountability system
- Obtaining information and opinions from police officers and the community on police practices and accountability, and
- Advising the City on police practices and accountability.

To accomplish this mission the Review Board will follow this Strategic Plan in the next two years.<sup>1</sup>

## **Goals**

### **I. Implement An Ongoing Review Process To Monitor And Report On The Entire Police Accountability System To Include The Office Of Professional Accountability (OPA), The Office Of Professional Accountability Auditor (Auditor) And The Office Of Police Accountability Review Board (Review Board).**

#### **A. First Priorities:**

1. Review and recommend possible revisions to the existing OPA complaint classification and finding system.
2. Review the role of officer "intent" or "willfulness" in determining disposition of a complaint (referral for supervisory intervention) and subsequent discipline.

#### **B. Subsequent Work Items**

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<sup>1</sup> This Strategic Plan is based, in part, on the findings from a six month community outreach effort to obtain input from the Seattle community. See Office of Professional Accountability Review Board Community Outreach Report 2009.

- Review OPA's use of Supervisory Referral as a process for addressing citizen complaints.
- Review "user friendliness" of OPA system, including accessibility, information provided to citizens about making a complaint, complainant interviews, follow-up and progress information provided, and closing letters.
- Review Loudermill hearing process.
- Review appeals process.
- Review the impact of an officer's receiving a citizen complaint on the officer's delivery of police services (de-policing impact).
- Review annually the overall accomplishments and activities of the Review Board.

Primary Responsibility: Full Board in collaboration with the Auditor and OPA Director.

Completion Date: Begin first priorities immediately and continue through 2011.

## **II. Review And Evaluate The Impact Of Seattle Police Department Policies And Practices On Diverse Communities In Seattle.**

A. First Priority: Review SPD training, policy/practices and management/supervision as it relates to the Homeless Community within Seattle.

B. Subsequent Work Items: Review SPD training, policy/practices and management/supervision as it relates to youth, domestic violence, immigrant and other diverse communities in Seattle.

Primary Responsibility: Police Practices and Diverse Communities Sub-Committee.

Chair: Steve Freng  
Member: Martha Norberg

Completion Date: Begin immediately and finish by 2011

**III. Review And Evaluate The Use Of Force By Seattle Police Department.**

A. First Priority: Review use of force complaints filed with OPA.

B. Subsequent Work Items:

- Request the Auditor to look at use of force complaints in the City of Seattle with emphasis on specific issues identified by the Review Board's work in A, above.
- Review training on and use of tasers in Seattle.

Primary Responsibility: Use of Force Sub-Committee

Chair: Sharon Dear

Member: Tina Bueche

Completion Date: Begin the Fall 2009 and Continue thru 2011.

**IV. Conduct Public Outreach To The Many Communities Within Seattle.**

A. First Priority: Design and implement an outreach strategy focused upon "grass roots-street level" perspective that will include both citizens and police officers.

B. Subsequent Work Items:

- Complete and distribute A "Diverse Communities Report" based upon part or all of the work completed in sections II, III and IV in this plan.
- Communicate the OPA system to the community and encourage citizens to use it.
- Meet with the City Council and Mayor to solicit views and input on police accountability and the OPA system.

Primary Responsibility: Public Outreach Sub-Committee

Chair: George Davenport

Member: Tina Bueche

Completion Date: An on-going activity.

**V. Research, Review And Make Recommendations On The Oversight Of Criminal Investigations Of Seattle Police Department Employees From A Police Accountability Perspective.**

A. First Priority: Assess the police accountability process and policies on cases involving the criminal investigation of Seattle Police Department employees.

Primary Responsibility: Criminal Investigation Oversight Sub-Committee

Chair: David Wilma

Member: Pat Sainsbury

Completion Date: December 2009